

Progress For Connecticut Women

Continuing



Highlights of the Accomplishments of the
Permanent Commission on the Status of Women

An Act Creating A Permanent Commission on the Status of Women

The Permanent Commission on the Status of Women (PCSW) was created in 1973 by an act of the Connecticut General Assembly. Under Sections 46a-1 through 46a-6 of the Connecticut General Statutes, a seventeen-member Commission is appointed by the Governor, Speaker of the House and President Pro Tempore of the Senate. Commissioners, staff and volunteers work with elected officials and the public to eliminate sex discrimination in Connecticut.

Co-Chairs of the Judiciary committee and ranking minority members also serve on the Commission.

The Commission shall conduct an ongoing study of all matters concerning women and in furtherance of that responsibility shall

- (a) Inform leaders of business, education, state and local government and the communications media of the nature and scope of the problem of sex discrimination, with a view to enlisting their support in working toward improvement;
- (b) Serve as a liaison between government and private interest groups concerned with services for women;
- (c) Promote consideration of qualified women for all levels of government positions;
- (d) Oversee coordination and assess programs and practices in all state agencies as they affect women.

C.S.G. Sec. 46a-4

**Excerpt from Section 46a, Chapter 812 of the Connecticut General Statutes.*

"To accomplish its statutory obligation, the Commission had to challenge the status quo over and over again. It had to ask unpopular questions and raise everyone's consciousness about inequality."

Governor Ella T. Grasso, 1977

"...The PCSW has been critical to the progress women have made in Connecticut...Its ability to work effectively with the elected representatives of both parties, has enabled it to serve women magnificently. They have worked in areas that have significantly touched the lives of women."

**Congresswoman Nancy L. Johnson,
Sixth District, 1984**

Permanent Commission on the Status of Women

2006-2007

Commission Members

Jean L. Rexford, Chair
Adrienne Farrar Houel, Vice-Chair
Sandra Hassan, Treasurer
Carrie Gallagher, Secretary
Marcia A. Cavanaugh
Anne Dailey
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Senator Andrew J. McDonald
Senator John A. Kissel
Representative Michael P. Lawlor
Representative Robert Farr

Staff Members

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Lillie Wright, Senior Administrative Assistant
Christa M. Homola, Legislative Secretary
Nontraditional Employment for Women (NEW) Program
Doreen Fredette, Program Manager
Jeanne Miner, Administrative Assistant

Our History

- 1973 ✓ **The CT General Assembly passes, and Governor Thomas Meskill signs into law, Public Act 73-559, establishing the Permanent Commission on the Status of Women.**
- ✓ The same year, the General Assembly enacts a law prohibiting discrimination on the basis of sex or marital status in credit transactions.
- 1974 ✓ The PCSW provides research and analysis to the General Assembly concerning:
An act prohibiting discrimination on the basis of sex or marital status in public accommodations;
An act requiring all state agencies, boards and commissions to develop affirmative action plans; and
A state equal rights amendment.
- ✓ The PCSW conducts a major study for the purpose of making the language in the Connecticut General Statutes gender-neutral.
- 1975 ✓ The PCSW provides research and analysis to the General Assembly concerning:
Legislation establishing the Office of Child Day Care.
- ✓ The PCSW establishes a Family Law Task Force.
- 1976 ✓ The PCSW begins work with the State Personnel Department and the State Police to improve the recruitment and retention of women in the State Police.
- ✓ The Family Law Task Force of the Commission recommends research on the state's marital property statutes.
- 1977 ✓ The PCSW provides research and analysis to the General Assembly concerning:
A change in the state's "loitering statute," making it gender neutral to allow Connecticut women to stand in bars; and
A law which includes domestic workers under the state minimum wage law.
- ✓ The PCSW conducts an investigation into the problems of women employed in clerical positions.
- ✓ The PCSW works with the Connecticut Task Force on Abused Women in support of legislation that establishes a pilot program of emergency shelters for victims of domestic violence.
- ✓ The first edition of *Women's Job Rights and How to Use Them* is published.

- 1978
- ✓ The PCSW publishes:
Great Women in Connecticut History, and
Clerical Work: A Manual for Change.
 - ✓ The PCSW works with the Commission on Human Rights and Opportunities and the Department of Labor to develop regulations that bring Connecticut into compliance with new federal laws requiring affirmative action for women in apprenticeships.
 - ✓ The PCSW begins work toward the establishment of Displaced Homemaker programs.
- 1979
- ✓ The PCSW provides research and analysis to the General Assembly concerning:
The passage of the law allowing pregnant workers in hazardous jobs to transfer to a non-hazardous job for the duration of the pregnancy.
 - ✓ The PCSW begins to explore the concept of “equal pay for work of comparable worth.” The General Assembly requires an objective job evaluation study of state service jobs.
 - ✓ The PCSW publishes its first study of divorce in Connecticut: *Marital Dissolution: The Economic Impact in Connecticut on Men and Women*.
 - ✓ The PCSW works to establish a vocational training program at Niantic Correctional Institution for women in nontraditional occupations.
- 1980
- ✓ The PCSW provides research and analysis to the General Assembly concerning:
A law defining and prohibiting sexual harassment under the state’s Unfair Employment Practices Act.
 - ✓ The PCSW establishes a Minority Women’s Task Force to focus on the particular problems of women confronting the double impact of race and sex discrimination.
 - ✓ The PCSW conducts a survey of 200 employers and unions and finds 66% of the respondents indicate an interest in business-based child-care.
 - ✓ *Nontraditional Jobs for Women: A Resource Guide for Connecticut Women and Career Counselors* is published.

Our History *continued*

1981



The PCSW provides research and analysis to the General Assembly concerning:
A law extending tax credits to businesses for the establishment of child-care for their employees;
A law that defines discrimination on the basis of pregnancy to include discrimination related to child-bearing capacity, sterilization, fertility, or related medical conditions.



The PCSW, the Office of Child Day Care and the Department of Economic Development hold the first conference on industry-based child-care in Connecticut.



The PCSW, in conjunction with the state Department of Labor, is successful in the implementation of pre-apprenticeship training programs.

1982



Special Act 82-41 establishes a committee to study employment and training opportunities for recipients of Aid to Families with Dependent Children. The PCSW guides the work for this committee.



The PCSW publishes *Out of Poverty*, a report recommending a state initiative to expand employment and training opportunities for recipients of Aid to Families with Dependent Children.



The PCSW completes a technical assistance project to increase the number of women in apprenticeships. More than 100 names of women are added to the Labor Department roster of persons interested in becoming apprentices.



The PCSW provides technical assistance to the City of Hartford and other personnel departments to recruit women for the position of firefighter. Two women enter the academy, complete training, and become the first female municipal firefighters in the state.

1983



The PCSW serves on the committee established by the legislature to develop recommendations concerning education, training and employment opportunities for applicants and recipients of Aid to Families with Dependent Children.



The PCSW becomes the Secretariat for the Child Support Enforcement Task Force.



The PCSW develops a Talent Bank of qualified women interested in service on state Boards, Councils and Commissions.

1984



The PCSW provides research and analysis to the General Assembly concerning:
An act establishing a Demonstration Supportive Work Employment Program for Applicants and Recipients of AFDC; and
An act concerning AFDC Employment, Education and Training.

Our History *continued*

- ✓ *Crossing Bridges: A Guide for Displaced Homemakers and Other Women In Transition* is published, listing resources for displaced homemakers and other women in need.
- ✓ The PCSW sponsors a conference for police and fire chiefs and publishes the manual *How to Recruit and Retain Women Police Officers and Firefighters*.
- ✓ The PCSW publishes *Opening New Doors for Women: a Step by Step Guide to Recruiting and Retaining Women for Nontraditional Jobs*.
- ✓ The PCSW publishes *Facts about the Status of Connecticut Women*, which is pursuant to Public Act 84-14, An Act Concerning the Distribution of Information of Job Sharing for State Employees and Teachers.
- 1985
 - ✓ The PCSW provides research and analysis to the General Assembly concerning:
 - The successful passage of a law creating a statewide coordinator of services for displaced homemakers; and
 - The establishment of a committee to study the Uniform Marital Property Act.
 - ✓ The PCSW begins to organize efforts on behalf of the state's female veterans; as a result, the Women's Veterans Task Force (WVTF) is formed.
- 1986
 - ✓ The PCSW sponsors the first New England Conference on Women and Disability.
 - ✓ The PCSW publishes the second edition of *Great Women in Connecticut History*.
 - ✓ The PCSW works with legislative leadership on the development of a Family and Workplace Agenda. This initiative is among the first in the nation.
 - ✓ The PCSW and the State Department of Education report their findings, *A Status Report: Achieving Sex Equity in Schools*.
- 1987
 - ✓ The PCSW provides research and analysis to the General Assembly concerning:
 - An act permitting state employees to take family and medical leave.
 - ✓ The PCSW, in coalition with the Commission on the Status of Hartford Women, the Institute for Community Research, the Hispanic Health Council, and the Connecticut Black Women's Education and Research Foundation, develops a proposal for funding of the Urban Women's Development Project. The project will train inner city women in computer skills, information collection, and policy formulation.
 - ✓ The PCSW researches and plans an exhibit of over 150 items representing the history of Connecticut women, as principal sponsor of the Connecticut Women's History Project.

Our History *continued*

- ✓ SAGE, the Committee for State Action on Gender Equity, is formed with the State Board of Education to assist in the achievement of equal educational opportunities regardless of gender.
- 1988 ✓ The PCSW provides research and analysis to the General Assembly concerning:
- Legislative proposals contained in the family and work place package; 16 of the 17 are enacted into law;
 - The establishment of the Commission on the Standardization of the Collection of Evidence in Sexual Assault Investigations, on which the PCSW serves.
- ✓ The PCSW staffs and serves on the task force to study the conditions of the Niantic Correctional Institution for Women.
- ✓ The PCSW conducts a survey of state Boards, Councils and Commissions to determine gender and race composition.
- ✓ The PCSW works with the Department of Transportation on the Disadvantaged Business Enterprise/Women Business Enterprise certification panel to help ensure access for women and people of color to state sponsored construction jobs.
- ✓ With grants from the Department of Labor and the Department of Education, the PCSW develops the Women in Nontraditional Occupations Project.
- 1989 ✓ The PCSW provides research and analysis to the General Assembly concerning:
- A Family and Medical Leave Law covering certain employees in the private sector.
- ✓ The PCSW releases several new publications:
- Why Not?*, A statewide directory of men and women who are employed in and willing to mentor in nontraditional occupations;
 - Women in Apprenticeships*, a guide to apprenticeships for women in nontraditional occupations;
 - Building a Strong Workplace: An Employers' Guide to Recruiting and Retaining Women in Nontraditional Occupations*
 - Women, Children and the Criminal Justice System*, a summary of findings and recommendations for the task force on women, children and the criminal justice system.
- 1990 ✓ The PCSW provides research and analysis to the General Assembly concerning:
- The passage of a law protecting a woman's reproductive rights and codifying the standards of Roe v. Wade.

- ✓ The PCSW publishes:
Women and Children Beware: the Economic Consequences of Divorce in Connecticut.
24 Hour Help: a statewide resource guide for emergency services.
Sexual Harassment in the Workplace, a guide for identifying and dealing with sexual harassment.
- ✓ *Women in the Trades,* the first conference for women in nontraditional occupations in Connecticut, is held.
- ✓ The Women in Nontraditional Occupations Project begins support groups for women in several cities, and coordinates a community service project, building a playscape for a battered women's shelter.
- ✓ The PCSW sponsors a forum on sexual assault with representatives from the advocacy and public policy arenas.
- 1991 ✓ The PCSW provides research and analysis to the General Assembly concerning:
The successful repeal of the state's outdated adultery law.
- ✓ The PCSW begins planning for a colloquium on sexual assault to be held in conjunction with the Connecticut Sexual Assault Crisis Services, and starts an awareness campaign.
- ✓ The PCSW joins with the Connecticut Women's Education and Legal Fund (CWEALF), Legal Aid Society of Hartford, and Parents for the Enforcement of Court Ordered Child Support in starting a public education campaign on child support enforcement.
- ✓ A survey on women working in highway construction is conducted in cooperation with the Department of Transportation and the UCONN Center for Social Inquiry.
- 1992 ✓ The PCSW provides research and analysis to the General Assembly concerning:
An act concerning Sexual Harassment Education and Training in the Workplace, which requires employers with 50 or more employees to train supervisors about sexual harassment.
- ✓ The PCSW participates in the Governor's task force on Sexual Violence, the Gender Bias and the Courts Implementation Task Force, and the Jobs Advisory Council.
- ✓ The PCSW forms the Connecticut Women's Agenda to promote cooperation among leaders from many women's organizations.
- ✓ The PCSW and the Connecticut Sexual Assault Crisis Services (CONNSACS) propose a state task force on sexual assault, which is convened in 1992.

Our History *continued*

1993



The PCSW provides research and analysis to the General Assembly concerning:

An act concerning the gender and racial composition of membership of state boards, commissions, committees and councils;
Amendments to the sexual assault statutes, including the criminalization of sexual conduct between a therapist and a patient and the criteria for statutory rape.



The PCSW organizes a major conference, "*American Women and Leadership: From Grassroots to Global*" as part of the celebration of its 20th anniversary.



The PCSW publishes an update of the *Connecticut Women's Directory* with over 500 listings.



The PCSW, along with the UCONN School of Social Work and CONNSACS, conducts a survey of sexual harassment in Connecticut's high schools.

1994



The PCSW provides research and analysis to the General Assembly concerning:

An act strengthening child support enforcement;
An act requiring insurance companies to provide coverage for the removal of breast implants;
Teen pregnancy programs.



The PCSW develops a list of women qualified to fill vacancies on the federal bench for use by the Connecticut congressional delegation.



The PCSW convenes the Connecticut Women's Health Campaign, which develops ten principles critical to quality of and equity in health care for women.



The 5th annual *Women in the Trades Conference* is held.



The PCSW facilitates the "Working Women Count" survey of the U.S. Department of Labor and Women's Bureau to gather and analyze information about the issues affecting working women in America.



The PCSW plays an active role in the Commission on the Collection of Evidence in Sexual Assault Investigations. A new forensic evidence kit is developed along with procedures that will allow for effective prosecution and conviction.



The PCSW joins the efforts of the Department of Consumer Protection, the Connecticut Coalition Against Domestic Violence and the Connecticut Sexual Assault Crisis Centers before the Department of Public Utilities regarding privacy issues for victims of domestic violence with respect to Missed Call Dialing, a new service offered by the Southern New England Telephone Company.

Our History *continued*

1995



The PCSW provides research, analysis and testimony to the General Assembly concerning:

An act concerning direct access to Obstetrician and Gynecologist services;

An act concerning child support and custody which allows professional, occupational or driver's license to be taken away from an obligor who is 90 days delinquent;

An act concerning stalking to strengthen the current law.



The PCSW convenes the *Connecticut Women's Economic Summit* in Hartford with over 300 people in attendance to discuss the economic status of women in the state.



The PCSW and the Order of Women Legislators (OWLS) co-sponsor a community forum called *Back from Beijing*. Participants of the 4th United Nations Conference on Women and the Non-Governmental Organizations (NGO) Forum in Huarou, China report their experiences.



Along with the celebration of the 75th anniversary of women's right to vote, a voter registration drive is undertaken in collaboration with the Secretary of the State and in cooperation with many women's organizations. Over 1,000 new voters are registered.



The Connecticut Women's Agenda prepares an analysis of the state budget and holds a press conference called *Making Women Visible: How The State Budget Affects Women in Connecticut*.



The PCSW, with the UCONN School of Social Work and Connecticut Sexual Assault Crisis Centers publishes a report entitled, *In Our Own Backyard, Sexual Harassment in Connecticut's High Schools*.

1996



The PCSW provides information and research to the General Assembly concerning:

An act to increase funding for early breast cancer prevention and treatment by providing underinsured women with free mammograms and pap tests;

An act requiring health insurance plans to cover a minimum of 48 hours hospital stay for normal childbirth and 96 hours for Cesarean section.



The PCSW establishes advisory councils in each of the six Congressional Districts to increase awareness among the commissioners and staff on issues that affect the status of women in Connecticut.



The PCSW begins filming the cable show *PCSW Presents...*, a half hour show designed to educate women around the state about the programs, legislation and other issues that affect their lives.



The PCSW hosts *Take Our Daughters To Work Day* for hundreds of girls and boys, featuring many women legislators speaking about their personal experiences as elected officials.

Our History *continued*

- ✓ The PCSW and the CT Department of Labor are awarded a federal grant to develop a “best practices” training program to help women gain employment in the trades and other nontraditional occupations.
- 1997 ✓ The PCSW provides analysis and research to the General Assembly concerning:
- An act requiring insurance programs to provide coverage for a minimum of 48 hours following a mastectomy;
 - An act providing that prohibition of public breast-feeding is a form of discrimination;
 - An act establishing a check-off box on the state income tax form through which individuals may voluntarily designate an extra contribution to a new Breast Cancer Research and Education Account;
 - An act concerning discrimination by golf country clubs on the basis of gender and other factors;
 - An act prohibiting discrimination based on sexual orientation in public schools;
 - An act facilitating the enforcement across state lines of restraining and protective orders.
- ✓ The PCSW organizes the Women’s Economic Development Initiative (WEDI), an organization consisting of experts, business owners and policy makers to focus attention on women and small businesses.
- ✓ With the Latino and Puerto Rican Affairs Commission, the PCSW holds several forums focused on the issues of Latina women in the workplace.
- ✓ The PCSW conducts research with students from Yale about women with disabilities in New Haven who have experienced domestic violence. More than two-thirds of the respondents report some type of abuse.
- ✓ The PCSW partners with the Women’s Health Division of the U.S. Food and Drug Administration to complete the successful pilot program entitled *Women’s Health—Take Time to Care*, a program aimed at fostering wise medicine-taking practices.
- ✓ The PCSW, in partnership with the Women’s Bureau of the U.S. Department of Labor and the Connecticut Department of Labor, implement Nontraditional Employment for Women initiatives throughout the state’s employment and training services.
- 1998 ✓ The PCSW provides information and research to the General Assembly concerning:
- An act prohibiting employment discrimination based on the results of genetic testing;
 - An act increasing the opportunities for welfare recipients and other workers to receive education and training combined with work;
 - An act concerning the discriminatory practice complaint procedure of the Commission on Human Rights and Opportunities;

- ✓ The Women's Economic Development Initiative project of the PCSW works with the Small Business Set-Aside program to streamline the paperwork required for certification and increase opportunities for women business owners to do business with the state of Connecticut.
- ✓ The PCSW participates in the Girls and Technology Network, to increase the number of girls who pursue education in technology.
- ✓ The PCSW unveils its new website, which provides immediate access to information regarding the Commission, facts and policies affecting the status of women.
- 1999 ✓ The PCSW provides research and analysis to the General Assembly concerning:
 - An act requiring health insurers to cover prescription birth control;
 - An act establishing a micro-loan guarantee program for women-owned businesses and minority-owned businesses;
 - An act creating an osteoporosis education awareness advisory council;
 - An act extending unemployment compensation eligibility to domestic violence victims.
- ✓ The PCSW increases its outreach by publishing the brochures:
 - Who We Area and What We Do* (in English and Spanish)
 - The PCSW Talent Bank*
 - The PCSW Internship Program*
 - The Women's Economic Development Initiative*in addition to its regular publications.
- ✓ More than 250 women and employers attend the 10th annual *Women in the Trades and Nontraditional Occupations Conference*.
- ✓ The PCSW conducts two seminars entitled, *How to Be Appointed to State Boards and Commissions* and increases the Talent Bank of women interested in state boards and commissions to over 200 members.
- ✓ The Women's Economic Development Initiative of the PCSW sponsors the first *Connecticut Women Entrepreneurs' Day*, to connect women business owners with state resources.
- ✓ The Nontraditional Employment for Women Project develops a training program to prepare women to enter state registered apprenticeships and other nontraditional occupations and graduates 26 women in its inaugural year.

Our History *continued*

2000



The PCSW provides research and analysis to the General Assembly concerning:

An act authorizing the government to study the costs and benefits of paid family and medical leave;
An act concerning access to post-secondary education and job training.



The Women's Economic Development Initiative of the PCSW works with the State Library Association to produce a video entitled *Starting and Growing A Small Business - Choices for Success*.



The PCSW partners with the Center for Policy Alternatives on *Women's Voices 2000*, a polling project which surveyed women and men about issues they felt were important during the election year.



The PCSW sponsors a research project with Yale students to learn how uninsured women meet their health care needs. Results showed that these women would often postpone seeking medical care and do without prescription medications.

2001



The PCSW provides research and analysis to the General Assembly concerning:

An act concerning education and equitable wages for early childhood education professionals;
An act concerning medical care for women with breast or cervical cancer;
An act concerning health insurance coverage for cancer clinical trials;
An act concerning breastfeeding in the workplace;
An act providing for a statue of Prudence Crandall for the state Capitol building.



With the help of the PCSW, the first woman in history is appointed to the Connecticut Electrical Licensing Board.



The sixth annual *Making Women Visible Day* and press conference is held jointly with the Connecticut Women's Agenda (CWA). PCSW announces a multi-year initiative to address the wage gap.



The PCSW partners with the CT Valley Girl Scouts to sponsor a *Teen Life Conference* where more than 300 high school girls learn about computers, academics, financial aspects of entering college and how to sustain healthy relationships.



The Women's Economic Development Initiative project of the PCSW and the Connecticut Chapter of the National Association of Women Business Owners (NAWBO-CT) conduct a survey of women business owners relating to public policy issues.



The PCSW conducts its first Public Hearing in New London regarding the economic status of workers in the caregiving professions.

2002



The PCSW provides research and analysis to the General Assembly concerning:

- An act concerning educational support orders;
- An act concerning the self-sufficiency measurement for the state of Connecticut;
- An act requiring the provision of coverage for smoking cessation under the Medicaid program;
- An act increasing the minimum wage from \$6.90 to \$7.10;
- An act extending unemployment compensation benefits;
- An act concerning health insurance coverage for adopted children; and
- An act concerning domestic violence, making the violation of a restraining order in a domestic violence situation a class A misdemeanor, and the violation of a protective order a class D felony.



The PCSW conducts a statewide survey of women and men with the Center for Survey Research and Analysis at the University of Connecticut regarding policies and concerns that directly affect working parents and the status of women.



The Economic Status of Workers in Caregiving Professions is published. This public hearing report captures the information and comments from workers, employers and members of the community who testified before the PCSW.



The PCSW provides comprehensive technical assistance and training to the Connecticut Department of Correction to help them address sexual harassment.



The PCSW appears before the Attorney General and the Office of Health Care Access in proceedings regarding the purchase of Sharon Hospital. Testimony is given regarding the access of women and reproductive health care services in the region, resulting in rulings which protect women's access to care.



The PCSW's Talent Bank has a total of 421 listings, and five of the women on the list receive appointments.

2003



The PCSW provides research and analysis to the General Assembly concerning:

- An act concerning gynecological services for women with disabilities, requiring the Department of Mental Health and Addiction Services and Mental Retardation to meet standards set by the American College of obstetricians and Gynecology;
- An act concerning second hand smoke in workplaces, banning smoking in workplaces with more than 10 employees;
- An act concerning Affirmative Action Officers, requiring ten hours of training on the investigation of complaints of discrimination, to be provided by the CHRO and the PCSW;
- An act concerning the assault of a pregnant woman, making assault that results in the termination of a pregnancy a class A felony; and
- An act concerning career ladders, requiring the Office of Workforce Competitiveness to consult the PCSW and establish a Career Ladder Advisory Committee that will work to create or enhance career ladder programs for occupations with a projected workforce shortage, such as early childhood education and health care.

- ✓ The PCSW sponsors the first College Women's Leadership Forum at the Legislative Office Building in Hartford. The forum addresses issues important to college women, including body image, reproductive rights, pay equity, and employment opportunities.
- ✓ The PCSW participates in the Girls and Technology Network, providing hands-on experience to seventh grade girls interested in technology-related careers. The expos, held at Connecticut College and Quinnipiac University, allow girls to deconstruct computers and participate in a variety of hands-on technology-related activities.
- ✓ The PCSW celebrates its 30th Anniversary in conjunction with Women's History Month. Events include a display in the Capitol's Concourse chronicling the continuing progress for Connecticut women.
- ✓ The PCSW and the Connecticut Women's Health Campaign publish its Briefing Book. Included for the first time are issues such as health insurance coverage, behavioral health, and reproductive rights.
- ✓ The PCSW co-sponsors the forum "Healthy, Wealthy, and Wise: Securing Women's Health, Pension, and Workplace Rights" with several federal agencies. At this two-day event, service providers exchange information regarding women's health concerns. The PCSW is subsequently asked to summarize the proceedings of this meeting.
- ✓ The PCSW, along with Representative Andrea Stillman, begins to explore the topic of labor and sex trafficking of women and children.
- ✓ The PCSW receives the EPIC (Exemplary Public Interest Contribution) Award, recognizing the Nontraditional Employment for Women (NEW) Program. The Award is presented by the US Department of Labor, Office of Federal Contract Compliance.
- ✓ The PCSW establishes the Foundation for Connecticut Women to allow the PCSW to increase its educational outreach to leaders of business, education, and government regarding the status of women in Connecticut.
- ✓ The PCSW participates in negotiating a Stipulated Agreement between the Department of Correction and female employees who allege sexual harassment. The federal court order requires the PCSW to hire a Sexual Harassment Consultant to assist the DOC for four years.

2004



The PCSW provides research and analysis to the General Assembly concerning:
An Act Concerning Hate Crimes, making it a crime to maliciously and intentionally harass a person because of actual or perceived disability or gender identity or expression;
An Act Establishing An Interagency Task Force on Trafficking in Persons;
An Act Concerning A Sexual Assault Victims Account, establishing a source of funding for an organized community response to sexual assault, and
An Act Establishing A Plan of Community-Based Services For Adolescent Females Involved In The Juvenile Court System, including substance abuse treatment programs and mental health treatment.



The PCSW, along with Representative Andrea Stillman, prepares the final report of the *Legislative Study Committee on Trafficking of Women and Children in Connecticut* that recommends establishing an Interagency Task Force on Trafficking in Persons. The Task Force begins its work in the fall and elects Senator-elect Andrea Stillman as chair.



The PCSW prepares *Briefing Papers on Women's Health, February 2004*, a joint publication with the Connecticut Women's Health Campaign (CWHC), featuring the legislative agenda of the CWHC and highlighting information on specific health topics.



The PCSW co-chairs the Connecticut Career Ladder Advisory Committee, with the Office for Workforce Competitiveness. The committee submits its *Three Year Strategic Plan* to the General Assembly.

2005



PCSW provides research and analysis to the General Assembly concerning:
An Act Concerning Health Insurance Coverage for Breast Cancer Screening, requiring certain health insurers to provide coverage for comprehensive ultrasound screening if a physician recommends the procedure;
An Act Providing the Commissioner of Social Services with Authority to Seek a Medicaid Waiver for Family Planning Services so that low-income adults would have increased access to such health care;
An Act Concerning Health Insurance Coverage for Infertility Treatment and Procedures to expand coverage for couples seeking medical treatment for infertility;
An Act Concerning Civil Unions, allowing two people of the same gender to enter into a civil union and be afforded all of the rights and benefits of civil marriage offered by the state of Connecticut;
An Act Increasing the Minimum Wage, increasing the minimum wage to \$7.40 effective January 1, 2006 and to \$7.65 effective January 1, 2007.



The PCSW provides staff support to the Interagency Task Force on Trafficking in Persons, chaired by Sen. Andrea Stillman. The Task Force produces a report with recommendations to strengthen state law enforcement and improve services to victims of trafficking in Connecticut.

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- ✓ The PCSW works with the Office of Workforce Competitiveness to publish an updated report on “The Real Cost of Living in Connecticut,” Connecticut’s Family Economic Self Sufficiency Standard (FESS). This study measures how much income a family of a certain composition in a given place requires to meet their basic needs, without public or private assistance. The report is prepared by Diana Pearce, Director of the Center for Women’s Welfare at University of Washington’s School of Social Work.
 - ✓ The PCSW begins work on “The Real Cost of Living and Getting Health Care in Connecticut,” a report measuring the economic burden of health care and illness on Connecticut families, assuming that individual are receiving employer-sponsored health insurance. The report will use the Connecticut Health Economic Sufficiency Standard (HESS) in its calculations. The Women’s Union in Boston is preparing this report for the PCSW and the Foundation for Connecticut Women
 - ✓ The PCSW participates in “Feminism and its Values: An Intergenerational Dialogue and Awards Dinner” organized by the Veteran Feminists of Connecticut. The event honored the achievements of Connecticut veterans from the Second Wave of the Feminist movement.

Current publications include:

Annual Legislative Report, detailing the Commission's legislative agenda for the prior year and summarizing the outcome of bills that affect the status of women.

Annual Report, detailing the Commission's activities during the fiscal year, including legislative work, special projects and public information.

A Directory of Women's Organizations in Connecticut, listing women's organizations in Connecticut and contacts at those organizations. Updated in alternate years.

Balancing Work and Family, A Connecticut Solution, summarizing the testimony given at hearings conducted by the PCSW.

Continuing Progress for Connecticut Women, highlighting the accomplishments of the PCSW and women and girls in Connecticut over the past 32 years.

Facts About Connecticut's Female Veterans, containing information about Connecticut's veteran population, including data provided by the State of Connecticut Department of Veterans' Affairs.

Facts About the Status of Women in Connecticut, providing statistical information about the status of women in the state. Updates from 1985 to 2005.

Facts About the Status of Women in Connecticut's Prison, providing statistical information about female prisoners at York Correctional in Niantic, Connecticut, the state's only prison for female offenders.

PCSW brochures, *Who We Are and What We Do*, *Quienes somos y que hacemos*, *Internship Program*, *The Talent Bank*, *Congressional District Advisory Councils*, *Women-Owned Business Project*, *Women in Apprenticeships*.

PCSW Website, with information about PCSW activities, legislative action and important developments affecting women. Log on to www.cga.ct.gov/pcsw.

Selected Highlights of Women's History, highlighting the achievements of women both in Connecticut and nationwide.

Sexual Harassment Prevention Training Consultants, listing individuals and companies offering sexual harassment prevention training throughout Connecticut and New England; a joint publication with the CT Commission on Human Rights and Opportunities.

Talent Bank Listing, containing information about women interested in serving on governmental boards and commissions.

The Concerns of Women Business Owners, summarizing the testimony given at hearings conducted by the PCSW.

The Economic Status of Workers in Caregiving Professions, summarizing the testimony given at hearings conducted by the PCSW.

Fact Sheets on the status of women.

Publications on Women In Nontraditional Occupations

Building a Strong Workforce, an employer's guide to recruiting and retaining women in nontraditional occupations.

Nontraditional Jobs for Women: A Resource Guide for Counselors and Women in Connecticut, describing various resources for women interested in entering nontraditional occupations.

Nontraditional Occupations Information Packet, providing information about apprenticeship programs and the Nontraditional Employment for Women (NEW) Program at the PCSW.

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